



**HUMAN RESOURCES OFFICE
TECHNICIAN / AGR ADMINISTRATIVE INSTRUCTION**

Number: 07-23

23 July 2007

PAUSE FOR NATIONAL SECURITY PERSONNEL SYSTEM (NSPS) CONVERSION

1. The National Guard Bureau (NGB) has directed a "pause" in the NSPS conversion scheduled for 1 October 2007. This pause in implementation **is not a halt** to the process. The benefits to be gained from implementation of NSPS are still present.
2. The assessment conducted at this point is for a combination of reasons. There are four central issues surrounding the pause of NSPS in general. They include the following:
 - a. The court case with the National Labor Organizations is still pending.
 - b. Legislative language associated with the 2008 National Defense Authorization Act (NDAA) from both the House and Senate may extend time constraints on NSPS and affect the labor relations and appellate procedures portions of NSPS.
 - c. No determination concerning the FWS pay structure.
 - d. The relocation of the server for My Biz/My Workplace has created new firewall blocks.
3. The NGB senior leadership will soon be selecting a revised optimal date for our conversion. Barring any drastic judicial or legislative changes to NSPS, the National Guard will be scheduled for a specific date after October 1, 2007.
4. This pause will provide more time to accomplish a conversion of our performance management systems and not necessitate a rush to close out appraisals under the old system. Therefore, TAAI 07-21, "Performance Appraisal Closeout," dated 10 July 2007, is rescinded.
5. It remains The Adjutant General's intent to convert to the new performance management system. Once a firm conversion date is established, it will be communicated to you. Until then, please continue your efforts to train and posture for successful conversion.
6. The NSPS 101 remains a key training and awareness tool. Previously required by TAAI 07-01, all managers and supervisors of technician employees, regardless of employment status, must complete this training. Printed certificates generated at the end of the course will be sent to JFHQ, 9800 Goethe Road, Sacramento, CA 95827, Box 37, Attn: CAJS-J1-HR-EDS, or faxed to CAGNET 63439, DSN 466-3439, or commercial 916-854-3439.
7. Should you have any questions, please contact Chris Zell at CAGNET 63411, DSN 466-3411, or 916-854-3411, or email the California National Guard NSPS conversion team at ngcahrmybiz@ng.army.mil.

A handwritten signature in black ink, appearing to read "LD Cooper".

LAWRENCE D. COOPER
COL, GS, CA ARNG
Director for Human Resources

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